



Job Description

Job Title	Senior Site Manager
Reports to	Estates Manager / Headteacher
Responsible for	Caretaking and Cleaning staff
Liaison with	Estates Manager, Headteacher, external contractors, other site managers, school staff, visitors etc.
Job Purpose	To assist the Estates Manager in maintaining a safe, functioning environment with a strong focus on compliance with statutory regulations, across all of the NET Schools To be based at a Trust school in Harlow, and contribute to the smooth running of the School, by organising and managing the cleaning team and undertaking effective supervision, caretaking, maintenance, Health & Safety and security of the site and related resources.
Duties	Leadership and Management • To set high standards as a leader, modelling at all times, the highest possible standards of professionalism, ethical leadership and personal behaviour. • To take the lead co-ordination for specifically designated projects. • To lead the management of external contractors in line with the Trust's policies and procedures, escalating concerns to the Estates Manager, where appropriate. • To work with the Estates Manager in ensuring that Health and Safety compliance checks are undertaken across the Trust and records are maintained. • To assist in procuring quotes for premises routine maintenance work and specific projects. • Working across the sites within the NET Academies Trust to meet operational needs. • Monitoring and reporting of all external estates and facilities contracts within the Trust. To liaise with the Estates Manager to identify and challenge weak performance amongst service providers and realise Value for Money. • To provide support to Site Managers by sharing knowledge and experiences, providing advice, guidance and feedback and identifying development opportunities. • To have the overall responsibility for cleaning provision across the Trust.



The postholder may also have supervisory responsibilities for another Site Manager.

Security and Supervision

- To organise and manage the work of the caretaking and cleaning team.
- Act as keyholder and carrying out security procedures for the buildings and grounds. The routine and non-routine opening of premises and grounds. Responding to calls outside normal working hours as a result of break-ins etc. and/or the setting off of the intruder alarms.
- Providing access, where possible, to the premises and classrooms in the event of snow or minor flooding or similar emergency situations.
- Ensuring security of the site by daily checking perimeter fencing and gates, undertaking repairs where necessary.

Caretaking and maintenance

- Undertaking statutory health & safety checks and procedures including fire alarm, water temperatures
- Ensuring that appropriate and up to date risk assessments are in place and regularly reviewed for all aspects of work undertaking by the site team.
- Operating the heating plant so that the required temperatures are maintained in the premises and an adequate supply of hot water is available. Carrying out frost precaution procedures.
- Making arrangements for the carrying out of routine procedures or inspections on ancillary equipment, e.g., checking automatic pumps and areas subject to flooding, and the maintenance of batteries.
- Carrying out school-based procedures in the event of fire, flood, breaking and entering, accident or major damage.
- To identify and prioritise maintenance requirements and prepare and organise work programmes in liaison with the Estates Manager.
- To arrange for the Site Team (including the postholder) to carry out first line repairs and maintenance which are not beyond the competence of the staff concerned:
 - plumbing work – e.g., repairing a leaking pipe, simple installation work, such as plumbing in a new tap, or replacing washer etc.;
 - redecoration as appropriate;



	- plastering work such as repairing cracked or broken plaster, making good damaged walls, for example, following the removal of say, shelving or similar fittings; - fencing and boundary repairs, e.g., mending broken fencing panels or stakes, repairing holes in chain link fences etc.; • Arranging for works to be undertaken and monitoring the progress of projects involving outside contractors. • Making arrangements for the washing of internal walls, e.g. classrooms, corridors by the caretaking (and cleaning) staff. • Making arrangements for window cleaning by the caretaking staff. • Ensuring that all areas within the confines of the site are free from litter and that all drains and gullies are free flowing and clean. • Making arrangements for the delivery of stores, materials and other goods and their conveyance to their points of distribution. Dispatching laundry, goods, materials etc. • Ensuring that adequate supplies of cleaning materials and other supplies are available for all cleaning needs. • Ensuring that all caretaking equipment is in a safe and working condition and arranging for their repair as appropriate. • Preparing the school premises and site for out of school activities and clearing up after these activities. Other duties • Monthly water temperature testing • Assisting in the recruitment and selection of cleaning staff and the allocation of duties and hours of work. • Planning own work and that of cleaning staff. Issues relating to supervision/management of staff. • Assisting the Site Team to provide/arrange the appropriate induction and training of cleaning staff. • Completing claims for costs for external lettings • Maintenance of Inventory of school equipment. Carrying out an annual check of equipment against the Inventory. Health & Safety • Ensuring the implementation and compliance with appropriate Codes of Practice throughout the School (in relation to
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	premises and caretaking/cleaning issues) in liaison with the Health and Safety Officer for the School. • Monitoring the appropriate Health and Safety procedures in use in the School and reporting any issues to the Health and Safety Officer for the School. • Ensure statutory inspections and servicing are completed at agreed intervals, action plans created, and remedial works carried out by Site Staff or contractors General Such other duties relating to the use of the premises and site as may be necessary from time to time in accordance with established local practice or with the reasonable requirements of the Estates Manager or Head of School. The duties may be varied by the Estates Manager or Head of School to meet changed circumstances in a manner compatible with the post held.
General	• To participate in the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with line manager. • To comply with individual responsibilities, in accordance with the role, for health & safety in the workplace • Ensure that all duties and services provided are in accordance with the School's Equal Opportunities Policy • The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.



SENIOR SITE MANAGER

General heading	Detail	Examples
Qualifications & Experience	Specific qualifications & experience	Experience of caretaking and/or buildings maintenance/security
	Knowledge of relevant policies and procedures	Good knowledge of H&S regulations, statutory compliance, and awareness of safeguarding
	Literacy	Good reading and writing skills
	Numeracy	Ability to count and undertake general mathematical calculations
	Technology	Good knowledge of security, heating plant and other building systems Ability to undertake DIY tasks
	Leadership and Management	Proven experience of leading and motivating a team.
		Experience in dealing with external service providers to deliver contract or service level agreements.
Communication	Written	Ability to complete forms, write letters and reports
	Verbal	Ability to exchange complex verbal information clearly
	Languages	Seek support to overcome communication barriers with children and adults
	Negotiating	Ability to negotiate effectively to achieve best outcomes Ability to manage difficult or controversial exchanges
Working with children	Behaviour Management	Understand the school's behaviour management policy
	SEN	Understand and support the differences in children and adults and respond appropriately



	Curriculum	Basic understanding of the learning experience provided by the school
	Child Development	Basic understanding of the way in which children develop
	Health & Wellbeing	Understand and support the importance of physical and emotional wellbeing
Working with others	Working with partners	Understand the role of others working in and with the school
	Relationships	Ability to establish rapport and respectful and trusting relationships with others
	Teamwork	Ability to make a distinctive contribution to the work of the team
	Information	Contribute to the development and implementation of effective systems to share information
Responsibilities	Organisational skills	Excellent organisational skills Ability to remain calm under pressure
	Line Management	Ability to supervise and monitor the work of others
	Time Management	Ability to manage own time effectively Demonstrate a flexible approach
	Creativity	Demonstrate ability to resolve complex problems independently
General	Equalities	Awareness of and commitment to equality
	Health & Safety	Good understanding of Health & Safety
	Child Protection	Understand and implement child protection procedures
	Confidentiality/Data Protection	Understand procedures and legislation relating to confidentiality
	CPD	Demonstrate a clear commitment to develop and learn in the role



		Ability to effectively evaluate own performance
	Personal Qualities	Self-motivated with a 'can-do' approach to problem solving. Well-honed decision-making skills Able to keep their head in a crisis Ability to remain discrete when privy to confidential information.